

From: [Hladick, Christopher](#)
To: [Holsman, Marianne](#); [Pirzadeh, Michelle](#)
Subject: FW: Telecommuting
Date: Friday, January 5, 2018 2:05:56 PM

FYI

Chris Hladick
Regional Administrator
U.S. Environmental Protection Agency, Region 10
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From: Doug Ericksen [REDACTED]
Sent: Friday, January 5, 2018 1:46 PM
To: Hladick, Christopher <hladick.christopher@epa.gov>
Cc: jennifer.r.locetta@who.eop.gov; Munoz, Charles <munoz.charles@epa.gov>
Subject: Re: Telecommuting

January 5, 2018

Dear Mr. Hladick,

I hope that the new year is finding you well as you settle into the Region 10 Administrator position and into the City of Seattle.

I appreciate the job description you and Mr. Wagner provided to me and your recent email clarifying the position of Senior Advisor for Public Outreach. I completely understand and respect your decision on the final description of this position.

Unfortunately your vision for the position is different than how I understood the position as described to me in November of 2017.

I have determined that due to these changes I will not be able to accept this position. I am disappointed that the job is different than how I originally understood it as I was looking forward to the opportunity to work for the Trump Administration. I remain hopeful that I will have the opportunity to serve our President at some point in the future. I still believe that I have much to offer to the Trump Administration.

I would be happy to provide you with names of individuals whose experience level and skill sets might be more in tune with how you have shaped this position.

I wish you all the best. Please let me know if my office in Olympia can assist you in your mission.

Sincerely,

Senator Doug Ericksen

On Dec 29, 2017, at 2:42 PM, Hladick, Christopher
<hladick.christopher@epa.gov> wrote:

Doug:

I just wanted to provide written follow-up to our phone conversation the other day.
Your start date at the EPA Region X office in Seattle is January 8. You had some

questions about the applicability of comp time, and the possibility of teleworking since you would have a daily five hour commute from your home in Ferndale, WA to the office downtown. As you know we are creating a new position and have put together a job description of duties that we feel are pertinent to the needs of the organization and your skill set. It is going to take some time to settle into the new role but I think it will be a good fit given your background.

You can earn comp time for work and business travel that exceeds your 40 hour work week. Earning comp time does require advance supervisor approval **and is limited to 80 hours per year**. EPA does have a telework policy for non-bargaining unit employees. All political appointments are non-bargaining, so your position would be eligible to telework at the discretion of the supervisor. Because the majority of our employees are bargaining unit, and their regular telework opportunity is limited to two days per week, the Region has decided as a matter of policy to limit regular telework for all employees to two days per week. However, our office directors only telework on occasion, not on a regular basis.

After some thought I feel that allowing you to telework, two days per week or longer is not a good option. While you are not in a supervisory role you are serving in a position as a special assistant to the Regional Administrator which elevates the position in the eyes of the office directors and the employees of Region X.

Personally I am taking advantage of a flex schedule, working 9 hour days, having every other Friday off. I can offer you a schedule of four ten hour days with every Friday off but that is as far as I can go. I understand your predicament but I believe the needs of the position are best served having you here in the office as much as possible. I appreciate communicating with you on this issue ahead of your start date. Feel free to give me a call to discuss.

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